

1/7

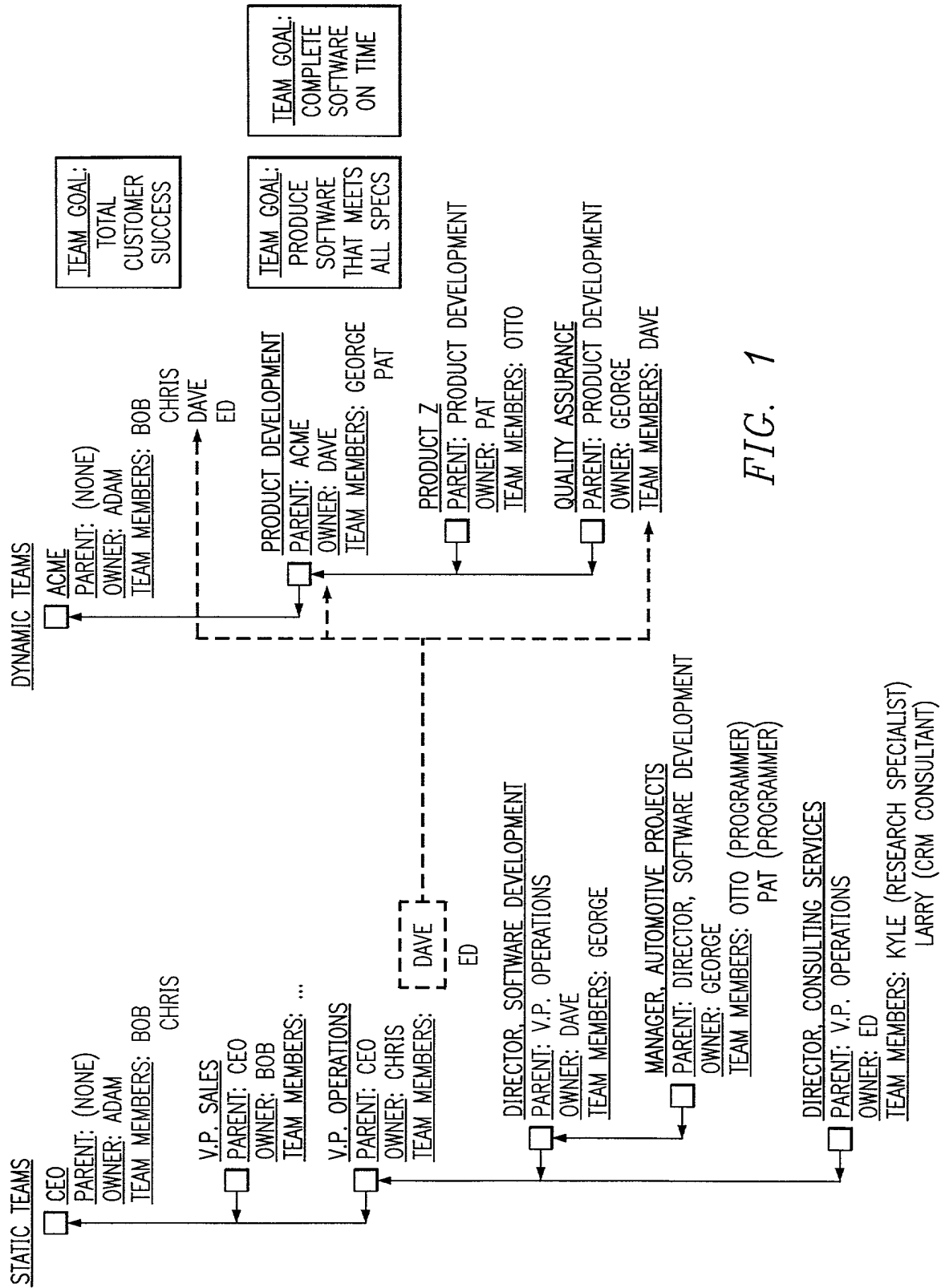


FIG. 1

2/7

FIG. 2

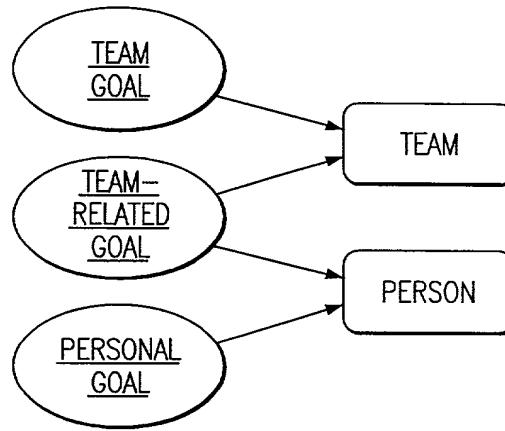


FIG. 4

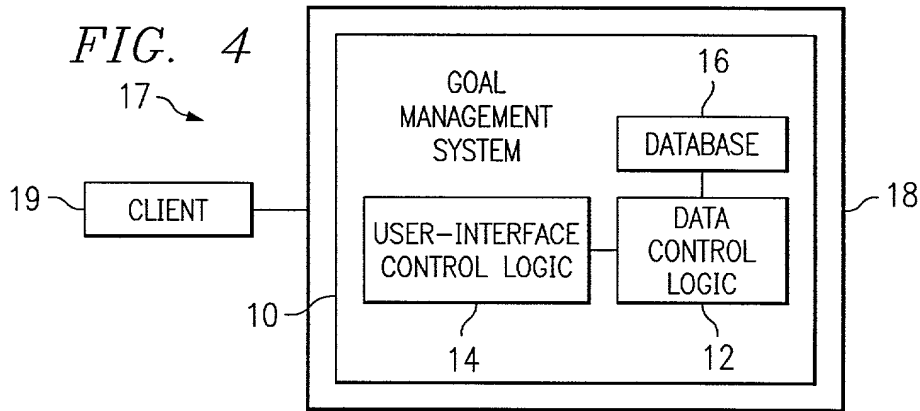
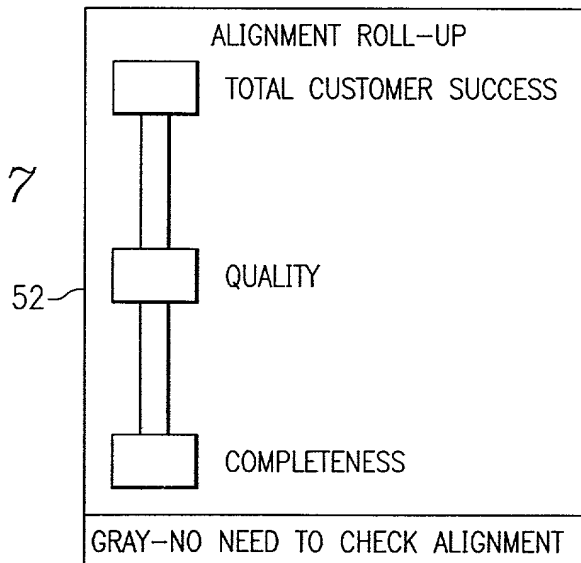


FIG. 7



3/7

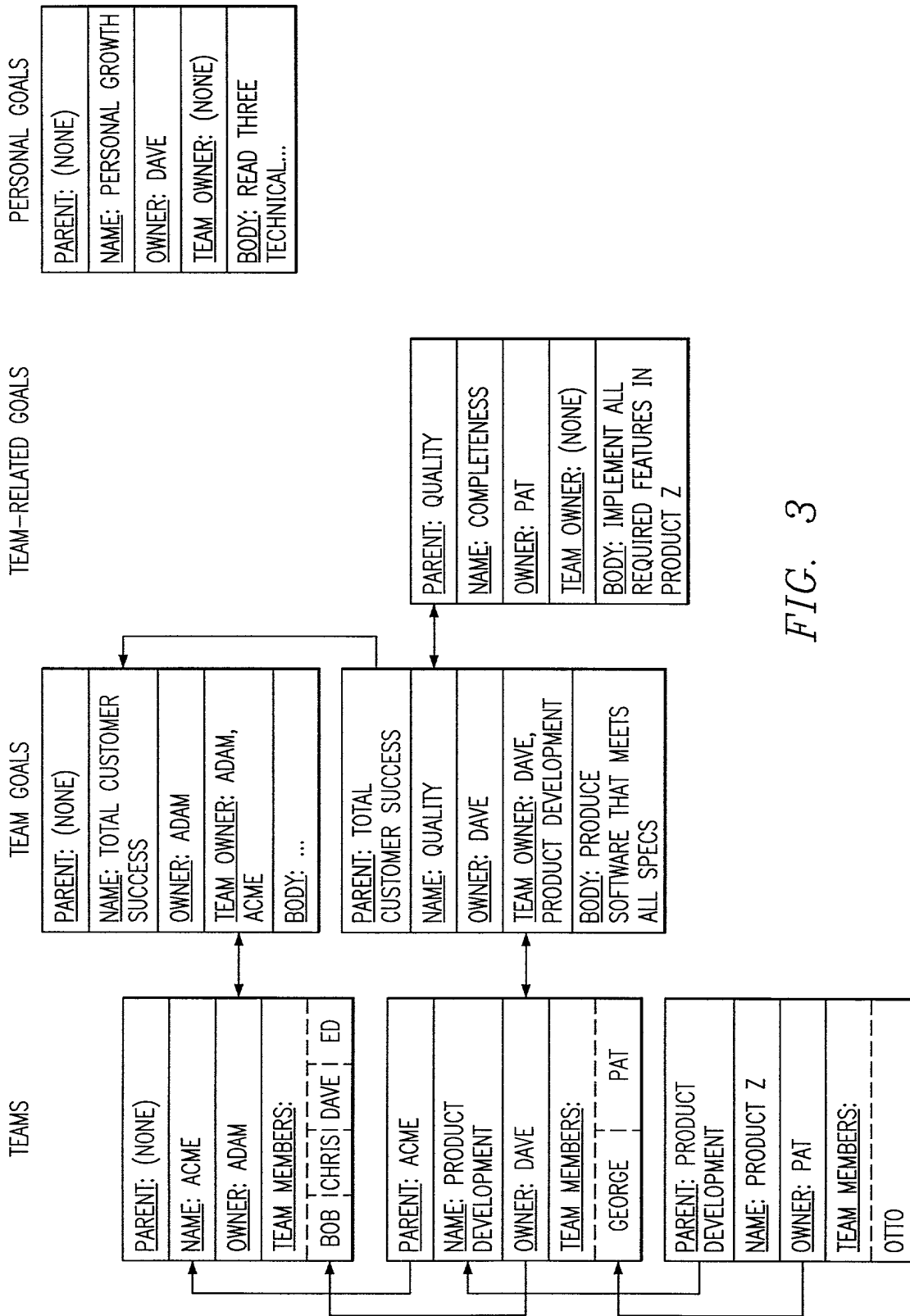
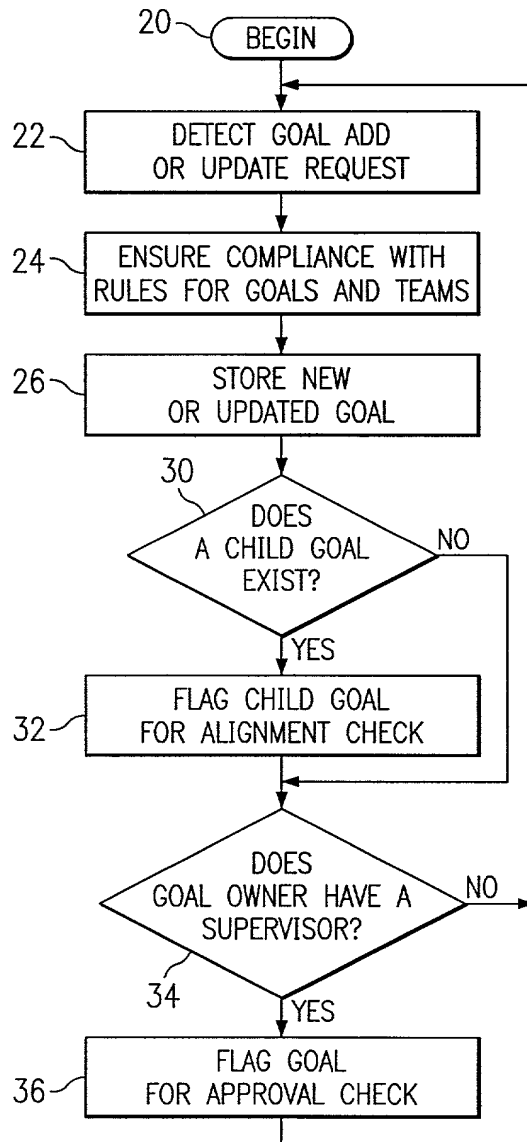


FIG. 3

4/7

FIG. 5



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5/7

FIG. 6

my goals

?

All my goals

Make It Work Goals

Take the Hills Goals

Show Printable List

Add a Goal

View my Direct Reports

Visuals

Percent Complete

my goals

>All my goals

42

1. Take the Hills Goal -- (Approved)

Priority: 5

44

Develop stronger ties to senior Acme executives

46

My status (self rank) End date--12.06.00 (v=today)

48

Alignment

Challenge

Impact

Overall

2. Make It Work Goal -- (Waiting for Approval)

Priority: 4

Use Acme technology to solve customer problems

My status (self rank) End date--11.22.01 (v=today)

Alignment

Challenge

Impact

Overall

3. Take the Hills Goal -- (Waiting for Approval)

Priority: 4

6/7

my goals
210

Step 1 - Goal Alignment
212

All of your team related goals must specify which team goal they are related to. This helps to ensure that all people within an organization are working towards the same goals.

This goal does not align at this time (editable later)

[Goal Owner Profile]
Name: Aman Shah
Manager: My Manager

Choose Goal Category:

☐ Develop All-Star Teams

☐ Make It Work

☐ Take The Hills

☒ Build Killer Apps

214
216

<< Back
Next >>

my goals
?

- All My Goals
- All-Star Teams Goals
- Killer Apps Goals
- Take The Hills Goals
- Make It Work Goals
- Show Printable list ?
- Add a Goal ?
 - Your Profile
 - Choose Template
 - Goal Information
 - Goal Activities
 - > Goal Alignment
- View my Direct Reports ?

Visuals:

Percent Complete

Waiting

FIG. 8

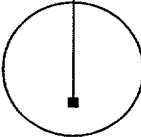
| | |
|--|--|
| <p>my goals</p> <ul style="list-style-type: none"> All My Goals All-Star Teams Goals Killer Apps Goals Take The Hills Goals Make It Work Goals Show Printable List ? Add a Goal ? <ul style="list-style-type: none"> Your Profile Choose Template Goal Information Goal Activities > Goal Alignment View my Direct Reports ? | <p>?</p> <hr/> <p>Visuals:</p> <div style="border: 1px solid black; padding: 5px; margin-bottom: 10px;">Percent Complete ▾</div>  <p style="text-align: right;">— Waiting</p> |
| <p>my goals</p> <p>Step 1 – Goal Alignment</p> | <p>All of your team related goals must specify which team goal they are related to. This helps to ensure that all people within an organization are working towards the same goals.</p> <p style="text-align: right;">~200</p> <p><input checked="" type="checkbox"/> This goal does not align at this time (editable later)</p> <hr/> <p>Choose Goal Category:</p> <ul style="list-style-type: none"> <input checked="" type="radio"/> Develop All-Star Teams <input type="radio"/> Make It Work <input type="radio"/> Take The Hills <input type="radio"/> Build Killer Apps <p style="text-align: right;"><u>Which category should I pick?</u></p> <hr/> <p>Choose Team Goal</p> <p>The selected team has no goals defined under the category “Develop All-Star Teams”. As a result, this goal is currently marked as ‘Not Aligned’. To align this goal, you have 3 choices currently:</p> <ol style="list-style-type: none"> Choose a different category for this goal. Choose another team from the drop down box. Leave this goal unaligned and go on with the goal creation process. <p style="text-align: right;">↖ 224</p> |

FIG. 9

DECLARATION AND POWER OF ATTORNEY

As a below named inventor, I declare that:

My residence, post office address and citizenship are as stated below next to my name; that I believe I am the original, first and joint inventor of the subject matter which is claimed and for which a patent is sought on the invention or design entitled **AUTOMATED SYSTEM AND METHOD FOR MANAGING GOALS**, the specification of which (check one):

 X is attached hereto; or

 was filed on as

Application Serial No.

and was amended on (if applicable);

that I have reviewed and understand the contents of the above-identified specification, including the claims, as amended by any amendment referred to above; and that I acknowledge the duty to disclose to the U.S. Patent and Trademark Office all information known to me to be material to patentability as defined in 37 C.F.R. § 1.56.

I hereby claim foreign priority benefits under 35 U.S.C. § 119 of any foreign application(s) for patent or inventor's certificate listed below and have also identified below any foreign application(s) for patent or inventor's certificate having a filing date before that of the application on which priority is claimed:

| <u>Number</u> | <u>Country</u> | <u>Date Filed</u> | <u>Priority Claimed (Yes) (No)</u> |
|---------------|----------------|-----------------------|--|
| NONE | | | |

I hereby claim the benefit under 35 U.S.C. § 120 of any United States application(s) listed below and, insofar as the subject matter of each of the claims of this application is not disclosed in the prior United States application(s) in the manner provided by the first paragraph of 35 U.S.C. § 112, I acknowledge the duty to disclose to the U.S. Patent and Trademark Office all information known to me to be material to patentability as defined in 37 C.F.R. § 1.56 which became available between the filing date of the prior application(s) and the national or PCT international filing date of this application:

| <u>Application</u> <u>Serial Number</u> | <u>Date</u> <u>Filed</u> | <u>Status</u> |
|--|-----------------------------|---------------|
| NONE | | |

I hereby appoint:

Kent B. Chambers Reg. No. Reg. No. 38,839
of Trilogy Development Group Inc., and the following:

| | |
|---------------------------|-----------------|
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| Ann C. Livingston | Reg. No. 32,479 |
| Thomas R. Felger | Reg. No. 28,842 |
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Patent Agent:

Brian A. Dietzel Reg. No. 44,656

all of the firm of Baker Botts L.L.P., my attorneys and/or agents with full power of substitution and revocation, to prosecute this application and to transact all business in the United States Patent and Trademark Office connected therewith, and to file and prosecute any international patent applications filed thereon before any international authorities.

Send Correspondence To:

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2001 Ross Avenue, Suite 600
Dallas, Texas 75201

Direct Telephone Calls To:

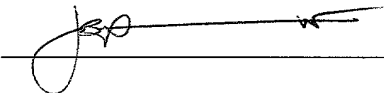
Michael R. Barré
at 512.322.2573
Atty. Docket No. 021604.0109
(T00046)

I declare that all statements made herein of my own knowledge are true and that all statements made on information and belief are believed to be true; and further that these statements were made with the knowledge that willful false statements and the like so made are punishable by fine or imprisonment, or both, under Section 1001 of Title 18 of the United States Code, and that such willful false statements may jeopardize the validity of the application or any patent issuing thereon.

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| Inventor's Signature |  |
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[illegible]